

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES  
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT  
FOR BARGAINING UNIT 19**

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**Exclusive Employee Representative:  
American Federation of State, County and Municipal Employees (AFSCME)**

**Number of Employees:** Approximately 5,635 full-time equivalents

**General Provisions:**

**I. Compensation**

***Salary Increase (Section 7.1)***

- Effective July 1, 2021, all Bargaining Unit 19 employees will receive a 5.06 percent salary increase. This increase accounts for a 2.5 percent salary increase for 2020 and 2021, including compounding (.06 percent).
- Effective July 1, 2022, all Bargaining Unit 19 employees will receive a salary increase of 2.5 percent.

***Special Salary Adjustments (Section 7.18)***

- Effective July 1, 2022, Bargaining Unit 19 employees in the following classifications will receive a special salary adjustment of 2.5 percent:
  - Individual Program Coordinator
  - Individual Program Coordinator (Safety)
- Effective July 1, 2022, Bargaining Unit 19 employees in the following classification will receive a special salary adjustment of 8 percent:
  - Adoption Specialist
- Effective July 1, 2022, the maximum salary for the Bargaining Unit 19 employees in the following classifications will receive an adjustment of 2.5 percent:
  - Audiologist I
  - Audiologist I, Departments of Mental Health and Developmental Services
  - Speech Pathologist I
  - Speech Pathologist I, Departments of Mental Health and Developmental Services

- Speech Pathologist II
  - Behavior Specialist I
  - Behavior Specialist II
  
- Effective July 1, 2022, the maximum salary for the Bargaining Unit 19 employees in the following classifications will receive an adjustment of 4 percent:
  - Child Nutrition Assistant
  - Child Nutrition Consultant
  - Public Health Nutrition Consultant II
  - Public Health Nutrition Consultant III
  - Registered Dietitian
  - Registered Dietitian (Safety)
  - Registered Dietitian, Correctional Facility
  
- Effective July 1, 2022, the maximum salary for the Bargaining Unit 19 employees in the following classifications will receive an adjustment of 8 percent:
  - Pharmacist I
  - Pharmacist I, Departments of Mental Health and Developmental Services
  - Physical Therapist I
  - Physical Therapist I, Correctional Facility
  - Physical Therapist I, Departments of Mental Health and Developmental Services
  - Physical Therapist II
  
- The State and AFSCME will establish a committee to study the following classifications and will mutually decide on appropriate special salary adjustments and related benefits, not to exceed 0.75% of payroll for AFSCME as of June 2020 to become effective July 1, 2023:
  - Senior Vocational Rehabilitation Counselors (all classes)
  - Licensing Program Analysts (all classes)
  - Occupational Therapist (all classes)
  - Rehabilitation Therapist (all classes)
  - Physician Assistant

## **II. Miscellaneous**

### ***Recruitment and Retention Differential – Individual Program Coordinator (Section 7.7)***

- Effective the first day of the pay period following ratification by both parties, Individual Program Coordinator (Safety), have been added to the job classes under this section.
- Effective the first day of the pay period following ratification by both parties, the recruitment and retention differential will no longer apply to the Sonoma and Fairview Developmental Centers

### ***Night Shift and Weekend Differential (Section 7.9)***

- Effective July 1, 2021, Bargaining Unit 19 employees will have an increase in night shift pay differential from 80 cents to \$1.65 per hour for work shifts that fall between 6:00 p.m. and 12 midnight.
- Effective July 1, 2021, Bargaining Unit 19 employees will have an increase in night shift pay differential from \$1 to \$2 per hour for work shifts that fall between 12 midnight and 6:00 a.m.
- Effective July 1, 2021, Bargaining Unit 19 employees will have an increase in night shift pay differential from 65 cents to \$1.35 per hour for work shifts that fall on either a Saturday or Sunday.
- Effective July 1, 2021, Rehabilitation Therapists in the Developmental Services and State Hospitals will have an increase in night shift pay differential from 80 cents to \$1.65 per hour for work shifts that fall between 4:00 p.m. and 12 midnight.
- Effective July 1, 2021, Rehabilitation Therapists in the Developmental Services and State Hospitals will have an increase in night shift pay differential from \$1 to \$2 per hour for work shifts that fall between 12 midnight and 6 a.m.

### ***Bilingual Differential Pay (Section 7.10)***

- Effective the pay period following ratification by both parties, the Bilingual Pay Differential will be increased from \$100 per month to \$200 per month. (Section 5.5)

### **License and Certification Renewal Fees (Section 12.3)**

- Effective on the first day of the pay period following ratification by both parties, Mobility Evaluation Specialist have been added to the list of classes under this section.

### **II. Duration**

- July 2, 2020 through July 1, 2023

### **III. Term**

- Effective the first day of the pay period following ratification by both parties. The union ratification process will be completed no later than July 20, 2021.

### **IV. Fiscal**

- Fiscal Year 2021-22 Cost: \$36.7 million (\$30.6 million General Fund)
- Total 3-Year Incremental Cost: \$64.7 million (\$54.2 million General Fund)
- Total 3-Year Budgetary Cost: \$160.6 million (\$134.4 million General Fund)

### **V. Agreement**

- This Collective Bargaining Agreement represent general salary increases, special salary adjustments, and pay differentials.
- The complete Tentative Agreement between the State and AFSMCE will be posted at [CalHr Bargaining Unit 19 Contract Website](#).